

# *EEO Public File Report*

## *February 1, 2020*

Vacancies sought to be filled for the period of February 1, 2019 – January 31, 2020

1. On-Air Personality (1)
2. Regional Underwriting Representatives (1)
3. Production Assistant (1)

Full-time positions filled for the period of February 1, 2019 – January 31, 2020 – Two

Recruitment sources utilized:

1. AllAccess.com
2. HisAir.net
3. LinkedIn.com
4. Indeed.com
5. Family Life Website

Family Life Ministries, Inc. corresponded with, in various forms 57 individuals who showed interest in the three openings with the Family Life Network. Of those 52, 11 were personally interviewed: four for the on-air position, five for the regional underwriting position and two for the production assistant. We were able to fill the full-time positions for the production assistant as well as the regional underwriting positions.

Family Life Ministries, Inc. utilizes a number primary methods of securing qualified applicants. These sites also provide a good cross section of minority applicants. Family Life had interviews/contacts with 25 female candidates; no known African-American candidates; and one known Spanish candidate. FLM also utilized in-house efforts by posting these positions, along with the position on its own website employment opportunities section as well as announcing current staff needs at FLM public sponsored events. The production assistant (female) was hired as a result of previously having done an internship with Family Life as a high school student. The regional underwriting staff person (female) found out about the position through an announcement made at a Family Life event.

During the previous year, many we corresponded with were as a result of following online sites, AllAccess.com (2); Indeed.com (1); LinkedIn.com (4); On-Air announcements (10); HisAir.net sites (3) and miscellaneous sources (3). A number of our significant applicants came as a result of personal contact over the past few years and through Family Life's own website (12).

Family Life Ministries, Inc. personnel participated in the following activities the previous year

1. Was involved in a major summer festival in New York where employment needs were addressed to numerous adult attendees.
2. Conducted a number of tours of radio facilities for school groups of all ages interested in learning more of what is involved in radio broadcasting.
3. Allowed high school and college students to “shadow” full-time staff for a day to educate them on the aspects of broadcasting.
4. Hosted or co-sponsored 94 concerts and events inviting attendees to become familiar with radio network. Overall, nearly 46,000 people attended these events. When the opportunity presented itself, Family Life would make known the needs of personnel to fill positions.
5. Worked with gifted participants from Family Life's listening audience to create radio spots and long form drama. Specifically, a "Kids Korner" group of young radio enthusiasts met monthly to record aspects of Family Life's children's programming.
6. Continued to be involved with Family Life’s internet site with other radio outreaches communicating personnel needs at FLM.
7. Conducted a voice-over conference where young people were taught techniques and given information on how to enter the radio voice-over profession.
8. Met with over 105 current and prospective Advisory Board (Vision Team) Members and communicated with them the staff needs of the radio outreach. Kept this board current with monthly newsletters
9. Conducted two public telethons and invited people to tour the facilities. Had about 1,300 people attending these telethons and shared with those attending the staff needs of the radio outreach.